

SHANNON LISS-RIORDAN

Shannon Liss-Riordan is a plaintiff-side employment attorney who specializes in wage and hour law. She is a national expert on class action litigation involving failure to pay wages, gratuities, overtime, minimum wage, and misclassification of employees as independent contractors.

Since 2001, Ms. Liss-Riordan has achieved pioneering successes developing the law protecting tipped employees. She has represented thousands of servers in cases against restaurants, hotels, and other establishments for depriving employees of the full proceeds of customer tips or service charges. In addition to obtaining many court-approved class action settlements on behalf of waitstaff, skycaps, and strippers, she has won a number of tips cases on summary judgment (including against Starbucks (2011)) and has won jury verdicts in three tips cases, on behalf of function servers at the Hilltop Steak House (2006), waiters at the Federalist restaurant (2007), and American Airlines skycaps at Logan Airport (2008) (later certified as a national class action but reversed by the federal appeals court on preemption grounds). In addition, Ms. Liss-Riordan has won a number of landmark appellate rulings in Massachusetts wage and hour law.

Since 2005, Ms. Liss-Riordan has also been battling a number of national "cleaning franchise" companies for misclassifying mostly immigrant janitorial workers as independent contractors and charging them thousands of dollars for their jobs and other deductions. She has obtained rulings that these workers have been misclassified, as well as a ruling from the SJC that they can recover their franchise fees and other deductions as damages (*Awuah v. Coverall*).

Ms. Liss-Riordan is a frequent national and local lecturer on employment law and class action litigation for the American Bar Association, National Employment Lawyers Association, Massachusetts Bar Association, and Massachusetts Continuing Legal Education. Each year since 2008, she has been selected for inclusion in Best Lawyers in America (Chambers) and she has been listed by the Boston Globe Magazine as one of "Boston's Best Lawyers"; she has been named a "Super Lawyer" by Boston Magazine each year since 2005; and she was named one of ten "Lawyers of the Year" by Massachusetts Lawyers Weekly in 2002.

In 2009, Ms. Liss-Riordan was included on "The Power List", Massachusetts Lawyers Weekly's "roster of the state's most influential attorneys." She was described as a "Tenacious class-action plaintiffs' lawyer [who] strikes fear in big-firm employment attorneys throughout Boston with her multi-million-dollar victories on behalf of strippers, waiters, skycaps and other non-exempt employees."

She is an honors graduate of Harvard College and Harvard Law School. Following law school, she clerked for two years for U.S. District Court Judge Nancy F. Atlas in Houston, Texas. She co-founded the firm Lichten & Liss-Riordan, P.C. in 2009 in Boston and previously practiced with the labor and employment firm Pyle, Rome, Lichten, Ehrenberg & Liss-Riordan, P.C. for ten years.